

## **JOB DESCRIPTION**

<b>JOB TITLE:</b>	High Intensity CBT Therapist/ Remote High Intensity CBT Therapist
<b>BAND:</b>	Band 7
<b>LOCATION:</b>	Pan Dorset and Southampton City
<b>ACCOUNTABLE TO:</b>	Specialist Services Manager
<b>LINE MANAGER:</b>	Clinical Lead
<b>KEY RELATIONSHIPS:</b>	Service Users Referrers and other professionals IAPT Staff within the Directorate Business Managers GP Reception Staff Community Mental Health Teams Stakeholder Organisations
<b>HOURS OF WORK:</b>	This is a full time post. The post holder will be required to work flexibly to meet the needs of the service.
<b>JOB PURPOSE:</b>	<p>The post holder will be part of the Improving Access to Psychological Therapies Long term conditions programme across Dorset and Southampton City and will provide high intensity interventions. They will work with clients who have a range of complex Anxiety and Depression related problems for which CBT is demonstrated to be clinically effective.</p> <p>This post will support the other lead clinicians to ensure that national guidelines are adhered to in line with the national programme, targets are achieved and that the clinical governance arrangements are in place.</p> <p>To provide high intensity evidence based psychological interventions to clients of the IAPT service, across all sectors of care; providing specialist psychological assessment and therapy at the same time as offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers, working under supervision within professional guidelines and the overall framework of the team's policies and procedures.</p> <p>To supervise and support the psychological assessment and</p>

therapy provided by other high and low intensity therapists and trainees and other clinical members of teams who provide psychologically based care and treatment.

## **MAIN DUTIES AND RESPONSIBILITIES:**

### **1. CLINICAL**

- 1.1 Accept referrals via agreed protocols within the service.
- 1.2 Ensuring clinical interventions are implemented in line with the latest NICE guidelines for psychological interventions
- 1.3 Assess clients for suitability for psychological interventions being aware and taking account of adaptations needed to support Long term health conditions
- 1.4 Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties.
- 1.5 To exercise autonomous professional responsibility for the assessment and treatment of clients in line with the service.
- 1.6 Educate and involve family members and others in treatment as necessary, conveying CBT and other psychological formulations with sensitivity in easily understood language.
- 1.7 Adhere to an agreed activity contract relating to the number of client contacts offered and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- 1.8 Attend multi-disciplinary meetings relating to referrals or clients in treatment where appropriate.
- 1.9 Complete all requirements relating to data collection within the service.
- 1.10 Keep coherent records of all clinical activity in line with service protocols.
- 1.11 Work closely with other members of the team ensuring appropriate step up and step down arrangements are in place to maintain a stepped care approach.
- 1.12 Assess and integrate issues surrounding work and employment into the overall therapy process.
- 1.13 Carry out clinical audits of service performance including service user surveys and evaluations and help to collate and disseminate the results for feedback.
- 1.14 Liaise with other health and social care staff from a range of agencies in the care provided to clients.
- 1.15 To undertake risk assessment and risk management for individual clients.
- 1.16 To communicate, in a highly skilled and sensitive manner, to clients, family carers and others as appropriate.
- 1.17 To produce reports on clients, in a timely manner, that convey the key findings of psychological assessment and formulation and treatment outcome in a way that

does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients and referrers.

- 1.18 To work in partnership with other disciplines and to maintain links with statutory and non-statutory agencies as appropriate.
- 1.19 To develop and implement NICE compliant group treatment protocols in line with identified needs within the service and to evaluate the effectiveness of these programmes
- 1.20 To maintain clinical record in line with service guidance
- 1.21 To complete IAPT and LTHC clinical measures, patient outcome and patient satisfaction measures in line with service policy

## **2. ADMINISTRATIVE**

- 2.1 To assist in the investigation of complaints as requested by the Locality Lead.

## **3. EMPLOYMENT AND WORK**

- 3.1 Keeping and reporting data regarding return to work / maintenance of employment
- 3.2 Assessing and integrating issues surrounding work and employment into the overall therapy process

## **4. TRAINING AND SUPERVISION**

- 4.1 Attend and fulfil all the requirements of the IAPT approved supervision training.
- 4.2 Contribute to the teaching and training of mental health professionals and other staff working in the service.
- 4.3 Supervise staff in the service.
- 4.4 To liaise with the training providers in providing clinical supervision to Low and High Intensity Trainees.
- 4.5 To take a champion/leadership role in developing particular initiatives within the high intensity team and across the service.

## **5. INFORMATION / DATA RESPONSIBILITIES**

- 5.1 Ensuring that all information requirements as agreed by local protocols are recorded on IAPTus [the data management system]

## **6. PROFESSIONAL RESPONSIBILITIES**

- 6.1 Ensure the maintenance of standards of practice according to the employer and any regulating, and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence) and to provide and maintain appropriate statistics and records of work including clinical outcome measurement and performance data
- 6.2 Ensure that client and corporate confidentiality is protected at all times.

- 6.3 Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems and Long term Health Conditions.
- 6.4 Attend clinical/managerial supervision on a regular basis as agreed with Manager.
- 6.5 Participate in individual performance review and respond to agreed objectives.
- 6.6 Keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- 6.7 Attend relevant conferences / workshops in line with identified professional objectives.
- 6.8 To keep abreast of developments in the practice of CBT via study and by attendance at relevant courses, conferences etc. as part of a training reviews agreed with the Clinical Lead.
- 6.9 As a clinical practitioner specialising in CBT, the jobholder is required to be accountable for their own actions; they are required to observe the professional code of conduct as laid down by the British Association of Behavioural and Cognitive and Behavioural Psychotherapists [if BABCP accredited] or British Psychological Society [if Clinical Psychologist]
- 6.10 To attend all relevant mandatory training as and when required to do so.
- 6.11 The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities

## **7 GENERAL**

- 7.1 To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services
- 7.2 All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- 7.3 All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- 7.4 It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- 7.5 This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

**Person Specification**  
**High Intensity CBT Therapist/ Remote High Intensity CBT Therapist, Band 7**

Educational Requirements / Qualifications		
Essential	Desirable	How assessed
<p>A recorded/registered doctoral level qualification in clinical psychology</p> <p><i>Or</i></p> <p>Qualification from High Intensity IAPT Course [Post Graduate Diploma]</p> <p><i>Or</i></p> <p>A recorded/registered qualification in one of– nursing, social work, occupational therapy or a psychological therapy plus further post graduate qualification training in CBT.</p> <p><i>And</i></p> <p>Significant experience working as a psychological therapy practitioner and demonstrating the competences as required.</p> <p>Accreditation with appropriate professional body (HPC, BABCP).</p>	<p>Evidence of commitment to ongoing professional development</p>	<p>Application form</p>
Skills / Experience / Knowledge base		
Essential	Desirable	How assessed
<p>Demonstrated experience of working in mental health services with clients who present with a range of mental health issues and degrees of complexity.</p> <p>Ability to meet agreed/specified service targets</p> <p>Ability to manage own caseload and time</p> <p>Demonstrated high standards in written communication</p> <p>Able to write clear reports and letters to referrers</p>	<p>Experience of working in Primary Care Services.</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p> <p>Trained in provision of supervision for CBT</p> <p>Completed clinical audits within a service.</p>	<p>Application form / interview</p>

<p>Experience with routine outcome monitoring</p> <p>Experience of teaching and liaising with other professional groups</p> <p>Computer literate</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex highly technical and/or clinically sensitive information to clients their families/carers and other professional colleagues.</p> <p>Has received training [formal or through experience] and carried out risk assessments within scope of practice.</p> <p>Able to develop good therapeutic relationships with clients</p> <p>Demonstrates an understanding of anxiety and depression and how it may present in primary care.</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/benefits and employment systems.</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems.</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post.</p> <p>Knowledge of child protection issues and other relevant legislation.</p>		
Personal Qualities / Aptitudes		
Essential	Desirable	How assessed
<p>High level of enthusiasm and motivation.</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships.</p> <p>Ability to use clinical supervision and personal development positively and effectively.</p>	<p>Fluent in languages other than English</p> <p>Experience of working with diverse communities and within a multicultural setting</p>	Interview

<p>Ability to work under pressure.</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality.</p> <p>Ability to be self reflective whilst working with service users and in own personal and professional development and in supervision.</p> <p>The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system.</p> <p>Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively.</p>		
<b>Business Travel</b>		
<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
<p>Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business. Level 2*</p>		<p>Interview</p>

**\*Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.